

RIGHTS, PRIVILEGES AND BENEFITS OF AGENCY PERSONNEL
WHICH ARE GENERALLY GRANTED TO PERSONNEL BY OTHER U. S. GOVERNMENT AGENCIES
27 September 1966

Schedule 1

<u>Types of Rights, Privileges and Benefits</u>	<u>Authority</u>	<u>Remarks</u>
1. <u>PAY:</u>		
a. STAFF EMPLOYEES AND STAFF AGENTS:		
(1) Basic compensation for 40 hour workweek	Pay rates and occupational categories based on the Classification Act of 1949, as amended. Adopted by authority of DCI (HR)	25X1A
(2) Night differential	Same as above	
(3) Hazardous height pay	Same as above	
(4) Holiday pay	Same as above	
(5) Sunday premium pay	Same as above	
(6) Limitation on aggregate compensation	Same as above	25X1A
(7) Overtime (See Remarks)	Same as above	
		[Redacted]
(8) Premium pay in the form of a percentage (not in excess of 15 percent) of basic compensation in lieu of overtime for administratively uncontrollable work which requires substantial amounts of irregular, unscheduled overtime duty which cannot be predetermined.	Payments based on Classification Act of 1949 and FPM Supplement 990-2, Book 550-14, SI-7.	

SECRET

Schedule 1

25X1A

Types of Rights, Privileges and Benefits

Authority

Remarks

1. PAY (Cont'd):

a. STAFF EMPLOYEES AND STAFF AGENTS
(Cont'd):

(9) Separation compensation when separated as surplus personnel. Computation of pay dependent upon basic factors of employment as provided by law, but see Remarks.

P.L. 89-301, approved 29 October 1965

b. CONTRACT EMPLOYEES - U.S. CITIZENS AND RESIDENT ALIENS:

Contracts set forth all terms. Pay normally consistent with that of Staff Employees and Staff Agents as set forth in paragraph 1a above. (See Remarks)

Classification Act of 1949, as amended, and HB [REDACTED]

c. WAGE ADMINISTRATION:

Applies to those employed under "prevailing wage" positions, such as printing services employees.

Pay and wage schedules adopted from other U. S. Government agencies (HR [REDACTED])

25X1A

25X1A

SECRET

Schedule 1

Types of Rights, Privileges and Benefits

Authority

Remarks

2. ALLOWANCES:

a. QUARTERS:

(1) Quarters allowances are granted to cover most of the cost of temporary or permanent residence quarters of overseas personnel.

HR [REDACTED]
Based upon schedules in Standardized Regulations (Government Civilians, Foreign Areas)

25X1A

P.L. 88-459, Executive Order 11184 and Bureau of the Budget Circular A-45

b. POST:

Granted at a foreign post where the cost of living exclusive of quarters costs, is substantially higher than Washington, D. C.

Same as 2a(1) above

c. SUPPLEMENTARY POST:

For defraying extraordinary subsistence costs while occupying temporary quarters upon first arrival at a foreign post.

Same as 2a(1) above

d. FOREIGN TRANSFER:

For extraordinary and necessary expenses incident to the establishment of residence at a foreign post.

Same as 2a(1) above

Types of Rights, Privileges and Benefits

2. ALLOWANCES (Cont'd):

e. HOME SERVICE TRANSFER:

5X1A For extraordinary and necessary expenses incident to establishment of residence at a post in the U. S. between foreign post assignments.

f. SEPARATE MAINTENANCE:

To assist an employee who is compelled by reason of dangerous or unhealthful conditions at his post, and at the convenience of the Government, to maintain his family elsewhere than at his foreign post of assignment for 90 days or more.

g. EDUCATION:

For extraordinary expenses (including transportation) incurred by reason of assignment to a foreign post for providing adequate elementary and secondary education for his dependents.

h. EDUCATIONAL TRAVEL:

For dependent's travel to and from a school in the U. S. for secondary education (in lieu of an education allowance) and for college education.

~~SECRET~~

Schedule 1

Authority

Remarks

HR [REDACTED]
Based upon schedules in Standardized Regulations (Government Civilians, Foreign Areas)

Same as above

Same as above

Same as above

25X1A

Types of Rights, Privileges and Benefits

2. ALLOWANCES (Cont'd):

i. REPRESENTATION:

5X1A To cover "allowable" expenditures for the purpose of furthering abroad the interests of the United States.

j. POST DIFFERENTIAL:

5X1A Established as an inducement to accept and remain at hardship posts where the environment differs substantially from the U. S.

k. PAYMENTS DURING EVACUATION:

Provides for payment of compensation, post differential, and allowances in event of emergency evacuation. Specific benefits are subject to prior approval by the DDS.

l. COST OF LIVING:

25X1A An allowance granted to personnel at a foreign post where the cost of living is substantially higher than Washington, D. C.

SECRET

Authority

Schedule 1

Remarks

25X1A

HR [REDACTED] (Based upon S. R. (GCFA))

HR [REDACTED]
Based upon S. R. (GCFA) and Federal Personnel Manual

Same as above

HR [REDACTED]
Based upon S. R. (GCFA) and Federal Personnel Manual

25X1A
NOTE: [REDACTED]

SECRET

25X1A

Approved For Release 2002/01/07 : CIA-RDP78-04789A000100090005-3

Approved For Release 2002/01/07 : CIA-RDP78-04789A000100090005-3

SECRET

Schedule 1

Types of Rights, Privileges and Benefits

Authority

Remarks

3. TRAVEL (Cont'd):

d. ADVANCE RETURN OF DEPENDENTS TO
U.S. FOR SCHOOLING:

Reimbursement of travel expenses of
employees' dependents returning to
U.S. for schooling generally con-
forms to that granted to foreign
service personnel by other Government
agencies, [REDACTED]

1 FSM III, 125.12e

25X1A

5X1A

[REDACTED]

4. OTHER BENEFITS:

a. LEAVE:

(1) Staff personnel and certain other personnel are granted annual, sick, home and other leave benefits as provided by law

Annual and Sick Leave Act of
1951 and HR [REDACTED]

25X1A

25X1A

000100090005-3

SECRET

Schedule 1

<u>Types of Rights, Privileges and Benefits</u>	<u>Authority</u>	<u>Remarks</u>
---	------------------	----------------

4. OTHER BENEFITS (Cont'd):

b. RETIREMENT BENEFITS:

Agency employees are covered by either of the following retirement plans according to the nature and duration of employment category

25X1A

5X1A (1) Civil Service Retirement and Disability System

Civil Service Retirement Act and HR [REDACTED]

[REDACTED]

(2) Social Security

25X1A The social security benefits apply to all Agency personnel not eligible for Civil Service Retirement

Social Security Act of 1935 and HI [REDACTED]

c. INSURANCE:

25X1A

(1) Life Insurance (FEGLI):

25X1A Coverage extended to all regularly employed staff employees and staff agents

Federal Employees Group Life Insurance Act of 1954 and HI [REDACTED]

[REDACTED]

SECRET

Schedule 1

<u>Types of Rights, Privileges and Benefits</u>	<u>Authority</u>	<u>Remarks</u>
4. OTHER BENEFITS (Cont'd):		
c. INSURANCE (Cont'd):		
(2) Health Insurance:		
Coverage extended to all staff personnel	Federal Employees' Health Benefits Act of 1959 and HR [REDACTED]	Same as above
d. COMPENSATION BENEFITS:		
The benefits of compensation in case of illness, injury or death related to work are extended to all Agency personnel	Federal Employees' Compensation Act and HR [REDACTED]	[REDACTED]
e. UNEMPLOYMENT COMPENSATION:		
Staff personnel are eligible for the unemployment compensation program for Federal civilian employees	HF [REDACTED]	
f. TRAINING:		
Agency-sponsored training of employees, when desirable in the public interest, is authorized at internal and external training facilities to supplement self-education, self-improvement and self-training, subject to provisions of the Government Employees Training Act of 1958	Government Employees Training Act of 1958 and HF [REDACTED]	See paragraph 4h of Schedule 2. 25X1A

25X1A

Approved For Release 2002/01/07 : CIA-RDP78-04789A000100090005-3

Approved For Release 2002/01/07 : CIA-RDP78-04789A000100090005-3